

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 13**

COLUMBIA COLLEGE CHICAGO

Employer

and

**COLUMBIA FACULTY UNION (CFAC), LOCAL
6602, IFT-AFT/AFL-CIO**

Petitioner

Case 13-AC-248521

DECISION AND AMENDMENT OF CERTIFICATION

On a petition filed under Section 9(b) of the National Labor relations Act, as amended, careful investigation and consideration took place.

Pursuant to the provisions of Section 3(b) of the Act, the Board has delegated its authority in this proceeding to the undersigned Regional Director.

On the entire record in this proceeding, the Regional Director finds:

1. The Employer is engaged in commerce within the meaning of the Act and it will effectuate the purposes of the Act to assert jurisdiction.

2. On March 4, 1998 in Case 13-RC-019791, Part-Time Faculty Association at Columbia, IEA-NEA (PFAC) was certified as the exclusive collective-bargaining representative of the employees of the Employer in the following appropriate unit:

All part-time faculty members who have been employed as part-time faculty members for at least two complete, consecutive semesters and who have taught a total of eight credit hours or more during two complete consecutive semesters (excluding one and two credit hour courses in counting the eight or more credit hours), and all part-time faculty members who have been employed as part-time faculty members for at least three complete semesters of five complete, consecutive semesters and who have taught at least three credit hours during each of those three semesters (excluding summer semesters in determining whether the above two or five semesters are consecutive and whether the eight or three or more credit hour requirements have been met and including the Fall 1997 semester in determining whether either of the above two formulas have been met); but excluding all other employees, full-time faculty, artists in residence, and Columbia College graduate students, part-time faculty members teaching only continuing education, music lessons to individual students or book and paper making classes, Columbia College full-time staff members, teachers employed by Eriksson [sic] Institute, the YMCA or Adler Planetarium, and other individuals not appearing on the Columbia College payroll, managers and confidential employees, guards and supervisors as defined in the Act.

3. At all times since the March 4, 1998 certification, the Union has continued to represent all employees in the bargaining unit. Through collective bargaining, the parties have modified the original unit description.¹ Article I (Recognition and Definitions) of the current collective-bargaining agreement, which is effective from May 15, 2019 through August 31, 2023, sets forth the unit as follows:

Columbia College Chicago recognizes the Union (defined below) as the exclusive bargaining agent for all part-time faculty as provided in the Unit description as certified by the National Labor Relations Board (NLRB) Case No. 13-RC-19791 on March 4, 1998, and as amended by both parties on September 24, 2000, and as modified herein.

The Unit includes all part-time faculty members at Columbia College Chicago, excluding all other employees, Full-time Faculty, artists-in-residence, and Columbia College Chicago graduate students, part-time faculty members teaching only continuing education, music lessons to individual students or book and paper making classes, Columbia College Chicago full-time staff members, teachers employed by Erickson Institute, the YMCA or Adler Planetarium, and other individuals not appearing on the Columbia College Chicago payroll, managers and confidential employees, guards, and supervisors as defined in the Act.

...

The term “Union” refers to the Chicago Faculty Union (“CFAC”), formerly known as and successor to the Part-time Faculty Union at Columbia College Chicago (a.k.a., P-fac).

This is an appropriate unit for collective bargaining.

4. On September 19, 2019, the Petitioner filed a petition seeking to amend the certification of record to change the name of the Union from Part-Time Faculty Association at Columbia, IEA-NEA (PFAC) to Columbia Faculty Union (CFAC), Local 6602, IFT-AFT/AFL-CIO.

On October 8, 2019, the Petitioner filed a first amended petition seeking to also amend the unit description to the following:

Included: All part-time faculty members at Columbia College Chicago.

Excluded: All other employees, Full-time Faculty, artists-in-residence, and Columbia College Chicago graduate students, part-time faculty members teaching only continuing education, music lessons to individual students or book and paper making classes,

¹ I take administrative notice of the parties’ collective-bargaining agreements from 1999 to 2017, which are part of the record in Case 13-RC-146452.

Columbia College Chicago full-time staff members, teachers employed by Erickson Institute, the YMCA or Adler Planetarium, and other individuals not appearing on the Columbia College Chicago payroll, managers and confidential employees, guards, and supervisors as defined in the Act.

5. On October 15, 2019, the Employer, by its attorney, advised the Regional Office, in writing, that it took no position on and did not object to the petitioned-for changes.

The investigation disclosed the members of PFAC voted to disaffiliate from Illinois Education Association – National Education Association (IEA-NEA) around January 21, 2015. Around November 29, 2016, PFAC members voted to affiliate with Service Employees International Union (SEIU), but the parties never finalized the affiliation, and an affiliation agreement was not executed. Around Fall 2018, PFAC changed its name to Columbia Faculty Union (CFAC). On August 27, 2019, CFAC members voted in favor of affiliating with Illinois Federation of Teachers – American Federation of Teachers (IFT-AFT), and the parties executed an affiliation agreement.

The investigation further disclosed CFAC continues to exist in substantially the same form following their affiliation with IFT-AFT, adopting the Local 6602 designation, and their current officers will remain in those positions and continue to operate CFAC in essentially the same manner on a day-to-day basis.

ACCORDINGLY, the Certification of Representative issued on March 4, 1998, in Case 13-RC-019791, is hereby amended to substitute Columbia Faculty Union (CFAC), Local 6602, IFT-AFT/AFL-CIO as the exclusive representative of the employees in the following unit:²

Included: All part-time faculty members at Columbia College Chicago.

Excluded: All other employees, Full-time Faculty, artists-in-residence, and Columbia College Chicago graduate students, part-time faculty members teaching only continuing education, music lessons to individual students or book and paper making classes, Columbia College Chicago full-time staff members, teachers employed by Erickson Institute, the YMCA or Adler Planetarium, and other individuals not appearing on the Columbia College Chicago payroll, managers and confidential employees, guards and supervisors as defined in the Act.

RIGHT TO REQUEST REVIEW

Pursuant to Section 102.67 of the Board's Rules and Regulations, a request for review may be filed with the Board at any time following the issuance of this Decision until 14 days after a final disposition of the proceeding by the Regional Director. Accordingly, a party is not precluded from filing a request for review of this decision after the election on the grounds that it

² This Order is not a recertification of representative.

did not file a request for review of this Decision prior to the election. The request for review must conform to the requirements of Section 102.67 of the Board's Rules and Regulations.

A request for review may be E-Filed through the Agency's website but may not be filed by facsimile. To E-File the request for review, go to www.nlr.gov, select E-File Documents, enter the NLRB Case Number, and follow the detailed instructions. If not E-Filed, the request for review should be addressed to the Executive Secretary, National Labor Relations Board, 1015 Half Street SE, Washington, DC 20570-0001. A party filing a request for review must serve a copy of the request on the other parties and file a copy with the Regional Director. A certificate of service must be filed with the Board together with the request for review.

Neither the filing of a request for review nor the Board's granting a request for review will stay the election in this matter unless specifically ordered by the Board.

Dated: October 16, 2019

/s/ Peter Sung Ohr

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